



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: ARNULFO M. GUARTE

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
5. Numerical Rating per IPCR	4.61	70%	3.22
6. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.37
TOTAL NUMERICAL RATING			4.59

TOTAL NUMERICAL RATING: 4.59

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING: _____

ADJECTIVAL RATING: Outstanding

Prepared by: [Signature]
RONILLO V. CANO
Name of Staff

Reviewed by: [Signature]
NILO L. LEORNA
Program Coordinator

Recommending Approval: [Signature]
ANTONIO P. ABAMO
Director for Extension

Approved: [Signature]
MARIA JULIET C. CENIZA
VP for Research, Extension and Innovation



Visayas State University
VSU-Technical Vocational Education and Training (TVET) Program
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ARNULFO M. GUARTE**, Staff of the VSU-Technical Vocational Education and Training (TVET), commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2023**.

ARNULFO M. GUARTE

Welder II

Date: 12/15/23

ANTONIO P. ABAMO

Director for Extension

Date: 1/3/24

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target (July-Dec. 2023)	Accomplishment (July-Dec. 2023)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 4	Extension Services	PI 1. Number of IEC materials/technoguides developed/used for SMAW NC II	Trainer	Develop instructional module	10	10	5	5	4	4.7	10 instructional module developed
MFO 6	General Admin. & Support Services (GASS)	PI 10. Efficient and customer-friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	Zero complaint from clients	Zero complaint from clients	5	5	5	5.0	100% no complaint; served clients with courtesy; immediate response to client needs and inquiries
		PI. No. of lecture/laboratory rooms maintained	Service	Lecture/Laboratory rooms maintain	3	3	5	4	4	4.3	3 rooms maintained

		PI 2. Additional Outputs									
		Number of persons-days trained weighted by length of Research/ Extension Basic training on SMAW NC II	Trainer	Training on Basic Welding	40	60	5	5	4	4.7	MTEC 122: Mechanical Engineering Students
		Number of tools/equipment /accessories fabrication (welding)	Fabrication	Fabricate tools/jigs for SMAW NC II	10	10	5	4	4	4.3	10 units of tools/jigs fabricated
		Number of tools and equipment maintained	Maintenance	Office tools and equipment maintain	20	20	5	5	4	4.7	20 units of tools and equipment maintained
		Number of fabricated student thesis	Fabrication	Fabricated student thesis	4	4	5	5	4	4.7	Coconut Water Cooling System (ABE); Young Coconut Motorized Splitter (ABE); Motorized Variable Pellets Feed Feeder (ABE); Rolling Dynamometer (ME)
											Comments & Recommendations for Development Purposes: Recommended to take advance training on SMAW NC III.
Number of Performance Indicators Filled-up						7					
Total Over-all Rating						32.3					
Average Rating						4.61					
Adjectival Rating						Outstanding					

Evaluated & Rated by:

NILO L. LEORNA

Program Coordinator

Date: 12/20/23

Recommending Approval:

ANTONIO P. ABAMO

Director for Extension

Date: 1/3/24

Approved:

MARIA JULIET C. CENIZA

VP for Research, Extension and Innovation

Date: 1/17/24

- 1 – Quality
- 2 – Efficiency
- 3 – Timeliness
- 4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2023

Name of Staff: ARNULFO M. GUARTE

Position: Welder II

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9.	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1
Total Score						

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

B. Leadership & Management (For supervisors only to be rated by higher supervisor)		Scale				
1.	Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1
2.	Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1
3.	Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1
4.	Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1
5.	Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1
Total Score		55				
Average Score		4.58				

Overall recommendation :



NILO L. LEORNA

Printed Name & Signature
Head of Office



Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARNULFO M. GUARTE
Performance Rating: Outstanding

Aim: To develop manuals for Basic Welding needed in the conduct of training.

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: December 2023

First Step: Attend training in SMAW NC III

Result: No training for SMAW NC III.

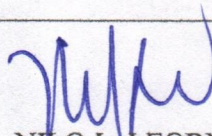
Target Date: July to December 2023

Next Step: Attend training in TM II

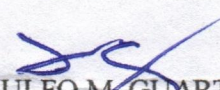
Outcome: Certified trainer in TM II & SMAW NC III

Final Step/Recommendation:

Prepared by:


NILO L. LEORNA
Unit Head

Conforme:


ARNULFO M. GUARTE
Name of Ratee Faculty/Staff

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and innovative technologies for sustainable communities and environment.